

An invitation

FOR THE POSITION OF

Police Chief



GRESHAM

OREGON

GOING BEYOND

DEADLINE: JULY 1, 2016

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Our City

Gresham is a dynamic, diverse community rich in history and natural beauty. The fourth largest city in the state of Oregon, Gresham has grown from a rural, farming community to an urban area with a high quality of life for its residents and business community. Our diverse and growing population includes young professionals, growing families, new immigrant communities and long-time residents.

Gresham's network of public and private schools provide educational opportunities for students of all ages. Gresham also offers many preschools, charter schools, private schools and higher education opportunities, including Mt. Hood Community College.

Enjoy our city's unparalleled natural beauty in our 23 city parks, 15 miles of trails and 942 acres of open space, as well as a temperate year-round climate. Less than an hour away, the Mt. Hood National Forest and Columbia River Gorge offer fun weekend getaways for skiing, hiking, wind surfing, fishing, camping and more.

The Organization

Gresham is fortunate to have strong, supportive and stable political and administrative leadership. The City operates as a Council-Manager form of government designed to promote effective management within a transparent, responsive and accountable structure. The Mayor and the six Councilors provide leadership and develop policies to guide the City and adopt the budget and other ordinances. The City Manager is appointed by the Council to oversee operations to ensure policies are carried out and City services are effectively, efficiently and equitably provided.

Rapid growth, ever-changing needs and a prudent budget demand a City government that is resourceful and resilient. The organization has a talented and collaborative management team who provide the highest level of service to the community. The City management team has a strong commitment to each other that is built upon strong mutual trust, collective responsibility, and support. The management team values close collaboration and teamwork, acceptance of change, and public stewardship.

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Gresham Police Department

The Police Chief is a highly visible member of the City and a valued member of the regional law enforcement community comprising the Portland-Vancouver metropolitan area. Serving a suburban municipality of 105,000 citizens, the Police Chief is a recognized and accessible community leader and commands an agency of 159 members, 127 of which are sworn officers.

The Chief manages a highly proficient command staff comprised of a Deputy Chief of Police, two Captains, five Lieutenants, a Police Records Manager and a Senior Administrative Supervisor. The Deputy Police Chief is serving a two-year limited term assignment with the City and will serve as interim chief during the transitional phase of this recruitment process. The two Captains manage either the Operations or Administrative/Services divisions of the agency. The five Police Lieutenants are assigned to patrol operations, investigations or services units and may rotate assignments periodically. The Police Records Manager manages a staff of 18 Police Records Specialists. The Senior Administrative Supervisor manages the administrative services unit and serves as confidential support to the Chief and command staff. The command staff are all highly respected leaders of the department and work well together to manage operations of the agency. The annual operating budget for FY 16/17 is approximately \$31.5M.

The department is a full-service department and the City is committed to maintaining multiple opportunities for specialty assignments. The department maintains a strong training program focused on advanced skills and defensive tactics. Gresham officers routinely solve problems on their own, independent of supervision. The department encourages and supports strong officer safety practices and the utmost professionalism in citizen contacts, as evidenced by officers' ability to successfully deescalate situations and the department's low numbers of incidents requiring the use of force.

Staffing levels have remained fairly constant in recent years with hiring opportunities resulting from retiring officers. Recruitment efforts are focused on attracting candidates from diverse backgrounds so that the department is more reflective of the community it serves.

Dispatch services are provided by the Portland Bureau of Emergency Communications. Gresham officers respond to approximately 74,000 calls per service/year. Generally, dispatched calls are increasing and self-initiated calls are decreasing.

GRESHAM: GOING BEYOND



Priorities for the Police Chief

- **Collaborative Regional Law Enforcement.** Gresham is the largest suburban neighbor to the City of Portland and there is a desire to strengthen relationships with other law enforcement partners to work on cross-jurisdictional issues and regional law enforcement projects. Key relationships include the City of Portland Police Bureau, City of Vancouver, WA Police Department, Multnomah County Sheriff's Office and Clark County, WA Sheriff's Office. Gresham's lean staffing and funding challenges have at times caused it to operate more isolated than it should and there is a strong interest in full participation in regional issues.
- **Community partnerships.** In addition to regional law enforcement partnerships, building and maintaining strong relationships with area schools, non-profits, neighborhood associations and other community groups is an important focus area for the Chief. The Chief must be willing to work with the community and partner agencies to improve the community, build trust, and reduce crime. The Chief will be willing to participate in community events and encourage officers to proactively interact with the community in a variety of forums.
- **Community issues of concern.** An estimated 30-50% of all dispatched calls relate to homelessness, mental health, and addiction issues. Officers are increasingly called upon to address these complex community issues. The Chief must be open to all models for police work to effectively deal with these issues, in collaboration with community and regional partners.
- **Internal relationships and communications.** The Chief must set a vision for the future based on strong communication and collaborative relationships between officers, command staff, civilian staff, and other City service areas. The City has a solid relationship with its labor unions and most issues are worked through collaboratively resulting in few formal grievance procedures.
- **Hiring for the future, training and staff development.** The department is very competitive in attracting and retaining quality staff to its sworn and non-sworn positions. Gresham has a reputation for attracting quality talent, training its officers well, developing effective community relations, and providing support to its officers. The department aims to keep its current course while adding more outreach and diversity efforts so that the workforce reflects the diversity of the Gresham community.
- **Technology.** The Chief will need to work collaboratively with the City's central IT Department to improve day-to-day technology support. The department should focus on enhancements to the in-car systems, system upgrades, and officer training. The Chief should prioritize the use of technology to solve crime, including mining social media and computer forensics.
- **Innovative Approaches.** Gresham deploys innovative approaches to community safety issues. One example is the Gresham Police Department Neighborhood Enhancement Action Team (NEAT), which was created to address livability issues within Gresham, including complaints from residents about abandoned properties, transient activity, drug dealing, chronic noise, and other problems. Officers assigned to NEAT work in

GRESHAM: GOING BEYOND



partnership with the City's code compliance and rental housing divisions, as well as with other agencies to address complex issues. The Chief should continue to build on this legacy of innovation through creative and effective approaches in community policing.

Ideal Candidate

The City of Gresham is seeking a seasoned law enforcement professional who can serve as a visionary leader and a positive presence to a department of talented and respected staff. The ideal candidate will be service-oriented, honest, approachable and a responsive leader who recognizes the strength of the organization. The Chief will be an outstanding communicator who will establish, maintain and value effective relationships with local and regional law enforcement agencies, community and neighborhood leaders, and with all individuals and service areas of the department. The Chief will elicit the respect and trust of department staff, city management, city councilors, and the community, and set a high standard of encouraging professional growth, development, and training within the department. The Chief will be someone who listens, trusts staff, and works as a consensus builder - knowing when to lead and when to follow. It is imperative that the Chief demonstrate respect for and an ability to work with both sworn and civilian staff.

A collaborative, engaged and facilitative management style will be essential in providing mentorship and in connecting with the staff. The Chief is an integral part of the City's management staff and will operate as a progressive, strategic team member who serves as a partner and resource to peers and employees in city departments. Within the community, the expectation is one of proactive policing in problem solving, accessibility and visibility. The successful candidate must be able to work closely with a variety of organizations and agencies within and outside the City to form strong relationships and strategies to address community challenges. The Chief will be someone who understands that policing builds on the best practices in law enforcement policies and technology, and continually seeks innovative solutions that address its own community needs and protects the rights of all residents through professional law enforcement approaches.

The Gresham Police Department is a progressive, tight knit organization that truly cares for one another. Its core values of service, integrity, and respect for the individual are the cornerstones of the organization. The Chief must provide his or her personal commitment and energy to ensuring the Department fully reflects the diversity of the City and will fully lend his or her support to hiring and promotional efforts that build a workforce that truly reflects the diversity of the community it serves.

A Bachelor's or Master's degree is preferred. Must possess a valid Oregon State Driver's License with an acceptable driving record upon hire. A person who accepts employment as a Police chief must be currently certified as a police officer or obtain certification no later than 18 months after accepting employment as well as obtain a management certification from the Department of Public Safety Standards and Training within (2) years of accepting employment.

GRESHAM: GOING BEYOND



Compensation

The salary range for the Police Chief is \$119,560 - \$155,424; placement within the range will be determined by the successful candidate's qualifications. In addition to this competitive annual salary the City offers a comprehensive benefit package which includes: medical/vision, dental, life and long-term disability insurance, paid time off, sick leave, employer paid Oregon PERS contributions, employer contribution to an HRA-VEBA account, voluntary 457(b) Deferred Compensation program, and an assigned take home vehicle. More details on the benefits package can be viewed at: www.GreshamOregon.gov/Benefits. Relocation assistance may be available for the successful candidate.

How to Apply

Interested candidates can submit an online application at www.GreshamOregon.gov/Jobs. Candidates will need to attach the following to their online application:

- A letter of interest
- A comprehensive resume.

Deadline for application: July 1, 2016.

The qualified pool of candidates will be invited to take part in a multi-phased selection process to begin in late July. The selection process may include written essays, telephone or Skype interviews, panel interviews, leadership assessments and background investigations.

The City of Gresham applies veteran's preference in accordance with all State laws. Any candidate wishing to have their qualifying veteran's preference applied to the process must submit a qualifying document (DD Form 214 or 215) at the time of application. Please contact Human Resources for more information on Veteran's Preference and how it is applied throughout the selection process.

References will not be contacted until mutual interest has been established.

Please direct confidential inquiries about the position and the department to Karen Pearson, Human Resources Director, 503-618-2308 or email: Karen.Pearson@GreshamOregon.gov.

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We are a dynamic, diverse community rich in history and natural beauty.

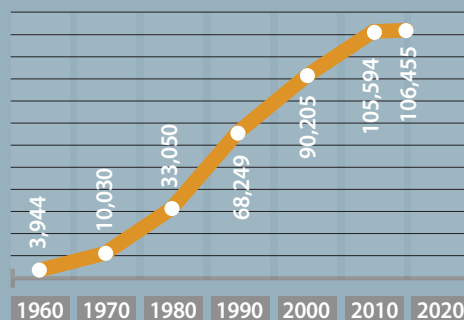
Gresham is a fast-changing place, evolving from a pioneer outpost to an agricultural center then to an aspiring suburban hub and now the state's fourth-largest city.

Gresham also has one of the lowest property tax rates in Oregon.

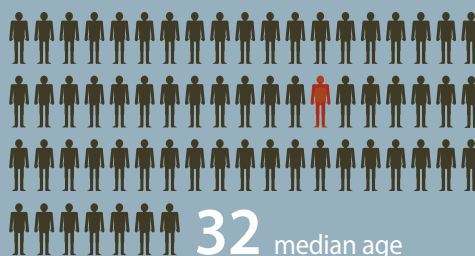
Rapid growth, ever-changing needs and a prudent budget demand a City government that is resourceful and resilient – continuously finding smarter ways to provide traditional services like clean water, public safety and well-maintained roads, while also meeting new social service and recreational needs through inspiring community partnerships.

POPULATION GROWTH

1960 TO 2014

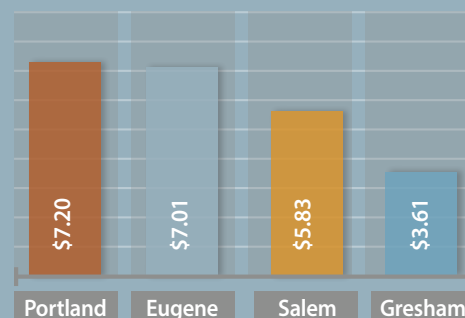


SOURCES: Population Research Center, Portland State University and U.S. Census Bureau



PROPERTY TAX RATE PER \$1,000

ASSESSED VALUE FOR OREGON'S FOUR LARGEST CITIES



GRESHAM POLICE DEPARTMENT REPORTED CASES FOR 2015

74,014

Annual calls for service

13,011

Total number of case reports

2,178

All thefts

864

Vandalism

757

Vehicle prowling (from total thefts)

649

Stolen vehicle

645

Non-injury crash

588

Forgery/Fraud

542

Simple assault

531

DUII

509

Burglary

433

Drug Offenses